



JTPA

Number: D96-6 REV 1

Serving the People of California

DIRECTIVE

Date: April 9, 1997

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TO: SERVICE DELIVERY AREA ADMINISTRATORS
PRIVATE INDUSTRY COUNCIL CHAIRPERSONS
JTPD PROGRAM OPERATORS
EDD JOB SERVICE OFFICE MANAGERS
JTPD STAFF

SUBJECT: NEW INCENTIVE AWARDS: EMPLOYER-ASSISTED BENEFITS AND
MODEL OUT-OF-SCHOOL YOUTH PROGRAMS

EXECUTIVE SUMMARY:

Purpose:

The JTPA Directive D96-6 established State policy and procedures on providing incentive awards to Service Delivery Areas (SDA) for placements with employer-assisted benefits and for successful out-of-school youth programs. This revision provides clarifying language on the award calculations process and contains no substantive changes.

Scope:

The criteria for the placements with employer-assisted benefits are applicable to the Title II-A 77 percent program; and the criteria for successful out-of-school youth programs are applicable to the Title II-C 82 percent program.

Effective Date:

The effective date is July 1, 1995, for Program Year (PY) 1995, as required by the Training and Employment Guidance Letter (TEGL) 1-94.

REFERENCES:

- Job Training Partnership Act (JTPA) Section 106 (b)(7)
- TEGL No. 1-94, dated August 31, 1994
- 20 Code of Federal Regulations §627.470(c)
- Training and Employment Information Notice (TEIN) No. 16-94, dated December 13, 1994.

STATE-IMPOSED REQUIREMENTS:

This document contains State-imposed requirements which are printed in ***bold, italic type***.

FILING INSTRUCTIONS:

This Directive supersedes JTPA Directive D96-6.

BACKGROUND:

Section 106 (b)(7)(B), (C) and (D) of the JTPA requires states to provide incentives to SDAs which meet or exceed criteria in two areas of performance: 1) placements with employer-assisted benefits; and 2) model out-of-school youth programs. Beginning July 1, 1995, SDAs are eligible to receive incentive funds for meeting or exceeding criteria in those two areas of performance.

Staff from the Job Training Partnership Division and a six-member SDA work group met in June 1994 to explore and discuss policy and procedures for measuring and awarding SDAs for performance in the above-mentioned areas. As a result of discussions with the work group and the SDA community, the following options were recommended to and approved by the State Job Training Coordinating Council at the full Council's meeting on December 13, 1994.

POLICY AND PROCEDURES:

To be eligible for any incentive award, an SDA must ensure at least 65 percent of all Title II-A or II-C participants who received services beyond an objective assessment are hard-to-serve. Participants in Title II, 5 percent incentive-funded programs, are included in calculating achievement of this 65 percent requirement. R
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EMPLOYER-ASSISTED BENEFITS (Adult Program Only)

For the purpose of this performance measure, employer-assisted benefits are defined as follows: Fringe benefits consisting of, at a minimum, health insurance benefits and coverage under Social Security or an equivalent pension plan, for which the employer pays full or partial costs. Placements refers to terminees who received services beyond an objective assessment. R
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A. In order to qualify for an incentive award in this category for the program year, an SDA must:

- ***exceed all four adult core performance standards;***
- exceed the 65 percent JTPA compliance requirement for service to Title II-A hard-to-serve participants;

- *if designated rural,* 25 percent or more of their total placements must be employed with benefits; or,*
- *if designated as urban,* 37 percent or more of their total placements must be employed with benefits.*

**As designated in the attached listing of rural/urban SDAs based on population density data from the Employment Development Department's Labor Market Information Division.*

B. Award Calculations

Five percent of the Title II-A incentive funds are reserved for the employer-assisted benefits awards. An equal amount is awarded to each eligible SDA.

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MODEL OUT-OF-SCHOOL YOUTH PROGRAMS

A. In order to qualify for an award in this category for a program year, an SDA must:

- *exceed both youth core performance standards;*
- *exceed the 65 percent JTPA compliance requirement for service to Title II-C hard-to-serve participants;*
- *exceed a 50 percent minimum of service to out-of-school youth terminees who received services beyond an objective assessment; and,*
- *ensure that 60 percent or more of their total employed out-of-school youth, who received services beyond an objective assessment, also received an enhancement.*

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NOTE: *In calculating the 50 percent minimum services level, the JTPD will not use the Job Training Automation "yth_ratios.rpt" report which is based on participants (used for JTPA compliance requirements). Instead, we will use ad hoc data available from the Individual Participant Data submitted by the SDAs on program year terminees (since performance standards must be based on terminee data).*

B. Award Calculations

Five percent of the Title II-A incentive funds are reserved for the employer-assisted benefits awards. An equal amount is awarded to each eligible SDA. Before funds are awarded, the Division will send preliminary outcomes for each of the criteria listed above. The SDAs will have ten working days to respond to any discrepancies.

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ACTION:

It is each SDA's responsibility to establish, maintain, and exercise ongoing controls to ensure compliance with these requirements.

INQUIRIES:

Please direct inquiries regarding this Directive to John Ives, Manager, Data Analysis Unit, at (916) 654-8281 or to your program manager.

/S/ BILL BURKE
Acting Chief

Attachment

<u>RURAL</u>	Population <u>Density</u>	<u>URBAN</u>	Population <u>Density</u>
NorTEC	0.01	Santa Clara	0.99
Mendocino	0.02	Contra Costa	1.14
Imperial	0.03	Sacramento	1.19
Kern/Inyo/Mono	0.03	Co. of Alameda	1.43
Motherlode	0.03	San Mateo	1.55
San Benito	0.03	Carson/Lomita/Torrance	2.28
Humboldt	0.04	Foothill	2.28
Shasta	0.04	Long Beach	2.28
Madera	0.05	Los Angeles City	2.28
NCC	0.05	Los Angeles County	2.28
San Bernardino County	0.07	SELACO	2.28
San Luis Obispo	0.07	South Bay	2.28
Tulare	0.07	Verdugo	2.28
Golden Sierra	0.08	Orange	2.83
Kings	0.08	Richmond	3.13
Merced	0.11	San Bernardino City	3.38
Monterey	0.11	NOVA	4.59
Butte	0.12	Anaheim	6.70
Fresno	0.13	Oakland	6.90
Santa Barbara	0.14	San Francisco	7.00
Napa	0.15	Santa Ana	7.00
Yolo	0.15		
Riverside	0.19		
Sonoma	0.27		
Stanislaus	0.28		
San Joaquin	0.38		
Ventura	0.39		
Solano	0.46		
Marin	0.47		
Santa Cruz	0.54		
San Diego	0.65		

Source: Labor Market Information Division, for Program Year 1996.